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A

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FIFTH COMMITTEE
Agenda item 18 (f)

APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER APPOINTMENTS: APPOINTMENT OF MEMBERS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Note by the Secretary-General

1. As indicated in document A/51/106 of 12 March 1996, it will be necessary for the General Assembly, during its current session, to appoint five persons to fill vacancies that will arise in the membership of the International Civil Service Commission (ICSC), effective 31 December 1996.

2. The members of the Commission whose terms of office expire on 31 December 1996 are:

Mr. Alexander V. Chepourin (Russian Federation)

Mr. Humayun Kabir (Bangladesh)

Mr. Ernest Rusita (Uganda)

Mr. Missoum Sbih (Algeria)

Mr. Mario D. Yango (Philippines)

Thus, the members to be appointed should come from the following regions:

Two members from the African States;

Two members from the Asian States;

One member from the Eastern European States.

3. Member States have submitted the following candidatures:

(a) For the vacancies for the African States:

Mr. Ernest Rusita (Uganda)

Mr. El Hassane Zahid (Morocco)

(b) For the vacancies for the Asian States:

Ms. Corazon Alma de Leon (Philippines)

Mr. Humayun Kabir (Bangladesh)

(c) For the vacancy for the Eastern European States:

Mr. Alexander V. Chepourin (Russian Federation)

4. The appointment of the members of ICSC is governed by the provisions of articles 3, 4 and 5 of the Commission's statute. Pursuant to those provisions, and in accordance with paragraphs 3 and 4 of part II of General Assembly resolution 43/226 of 21 December 1988, the Secretary-General has undertaken consultations with Member States, through the Chairmen of the various regional groups, with the executive heads of the other organizations of the common system signatory to the ICSC statute, with staff representatives through the Federation of International Civil Servants' Associations (FICSA) and the Coordinating Committee for Independent Staff Unions and Associations of the United Nations System (CCISUA) and with the Advisory Committee on Administrative and Budgetary Questions (ACABQ).

5. Regarding consultations with Member States, Ms. Corazon Alma de Leon and Mr. Humayun Kabir have been endorsed by the Asian Group of States and Mr. Alexander V. Chepourin has been endorsed by the Group of Eastern European States. The two persons proposed for the two vacancies for the African States were nominated by their respective Governments.

6. The Secretary-General thus submits to the Fifth Committee for its consideration the list of candidates nominated for membership of the International Civil Service Commission.

(a) For a four-year term of office beginning 1 January 1997:

Mr. Ernest Rusita (Uganda)

Mr. El Hassane Zahid (Morocco)

(b) For a four-year term of office beginning 1 January 1997:

Ms. Corazon Alma de Leon (Philippines)

Mr. Humayun Kabir (Bangladesh)

(c) For a four-year term of office beginning 1 January 1997:

Mr. Alexander V. Chepourin (Russian Federation)

7. The curricula vitae of the candidates are set out in alphabetical order in the annex to the present note.

ANNEX

Curricula vitae

[Original: English]

Ms. Corazon Alma G. DE LEON

Residence: 945 Quirino Avenue, Parañaque
Metro Manila
Philippines
Tel. (632) 832-2847

Position: Chairman
Civil Service Commission
Philippines

Office address: Batasang Pambansa Complex
Quezon City, Philippines

Telephone numbers: (632) 932-8187; 931-7913; 931-4147

Fax number: (632) 931-7997

EDUCATIONAL BACKGROUND

Elementary and high school
Maryknoll College, Philippines, 1954-1958

Bachelor of Arts, Major in Social Work
University of the Philippines, 1962

Master of Social Work
Catholic University of America
Washington, D.C., United States of America, 1965

Currently enrolled, Doctoral Program in Public Administration
University of the Philippines

SCHOLARSHIPS/FELLOWSHIPS

Queen Isabela Foundation Scholarship
Catholic University of America, 1964-1965

USAID-NEDA Fellowship in Public Health
United States of America, 1971-1972

British Council-Colombia Plan Fellowship
Short course on planning services to offenders
United Kingdom, 1973

EMPLOYMENT HISTORY

23 March 1995 to date:	Chairman, Civil Service Commission, Philippines
30 June 1993 to 22 March 1995:	Secretary, Department of Social Welfare and Development (DSWD), Philippines
July 1992 to June 1993:	Acting Secretary, DSWD, Philippines
1991 to 30 June 1992:	Undersecretary for External Affairs, DSWD, Philippines
1989 to 1991:	Undersecretary for Interdepartmental and Special Concerns, DSWD, Philippines
1988 to 1989:	Undersecretary for Field Operations, DSWD, Philippines
1987 to 1988:	Assistant Secretary for Field Operations, DSWD, Philippines
1986 to 1987:	Coordinator, Proclamation 20, Secretariat Office of the Secretary, DSWD, Philippines
1985 to 1986:	Acting Director, Social Development Affairs, Office of the Prime Minister, Philippines
1974 to 1988:	Regional Director, Ministry of Social Services and Development, Philippines
1972 to 1974:	Acting Assistant Director, Bureau of Family Welfare, Department of Social Welfare (DSW), Philippines
1969 to 1972:	Social welfare specialist, Bureau of Family Welfare, DSW, Philippines
1968:	Regional Community Welfare Supervisor, Social Welfare Administration, Philippines
1966 to 1968:	Community Welfare Supervisor, UNICEF-assisted Social Services Project, Social Welfare Administration, Philippines
1965 to 1966:	Camp counsellor, Camp Italian Board of Guardians, New York, United States of America
1962 to 1963:	Teaching Assistant, Department of Social Work, University of the Philippines

PROFESSIONAL/VOLUNTARY/ASSOCIATIONS/CIVIC COMMITMENTS

1995, Member, Central Board Girl Scouts of the Philippines; Member, Board of Trustees, Development Academy of the Philippines; Member, Zonta Club of Manila II; Vice-President for Northern Luzon, Philippine Association of Technical Assistance Participants, Inc. (PATAP); Chairperson, Finance Committee, Philippine Association of Volunteers Efforts (PAVE); Member, CES Board, 1994 to date; Member, International Women's Forum of the Philippines; 1992-1993, Member, Professional Division, Philippine Cancer Society, Inc.; 1992, Chairman, Civic and Religious Division Girl Scouts of the Philippines; 1991-1992, Chairman, Civic and Religious Division Foundation for Youth Development; 1981-1982, Chairman, Civic and Religious Division, Filipino War Veterans Foundation, Inc.; 1980, Vice-President for Mindanao Philippine Association of Technical Assistance Participants, Inc. (PATAP); 1980-1983, Chairman, Board of Social Work Examiners, Professional Regulation Commission; 1986-1989 Member, Editorial Board Philippines Street Voices Newsletter; 1984 to date, Member, Editorial Board International Social Work; 1983-1986, Member, Advisory Board Philippine Christian Children's Fund; 1982-1988, Vice President for Asia and Pacific, International Federation of Social Workers; 1979-1981, President, Philippine Association of Social Workers; 1975 to date, Member, Career Executive Service Guild.

PROFESSIONAL CONFERENCES/MEETINGS ATTENDED

1995 Participant, Senior Advisory Committee Meeting for the Governance Innovations Network Program, Brunei (26-27 September); Panellist, 12th Meeting of Experts of the United Nations Programme in Public Administration and Finance, New York, United States of America (31 July-11 August); Paper Presenter, International seminar on local social development training and research, University of Denver, Colorado, United States of America (25-27 May); Co-Chairman of the Philippine delegation, World Summit on Social Development, Copenhagen, Denmark (8-12 March); Panellist, Preparing Social Strategies as a Follow-up to the Social Summit, New York, United States of America (25 January); Member, Philippine delegation, third session of the Preparatory Committee for the World Summit for Social Development, New York, United States of America (23-27 January); Head, Philippine delegation, eighth session of the Committee on the Rights of the Child, Geneva (7-13 January).

1994 Member, Philippine delegation, Asia-Pacific Ministerial Conference Preparatory to the World Summit for Social Development, Manila (17-18 October); Philippine representative, Regional Seminar on Policy and Institutional Requirements for Disaster Mitigation in Asia and the Pacific, Bangkok (3-4 October); Keynote speaker, Second Global Consultation on Child Welfare Services, Illinois, United States of America (8-10 September); Philippine representative, Second Meeting of the Preparatory Committee for the World Summit for Social Development, Bangkok (18-22 July); Resource person, 17th Disaster Management Course, Asian Disaster Preparedness Centre, Bangkok (7-9 July); Alternate representative, Second Asia and Pacific Ministerial Conference on Women in Development, Jakarta (7-14 June);

Regional Presenter, World Conference on Natural Disaster Reduction, Yokohama (23-27 May); Participant, Workshop on Preparation of Asian Regional International Decade on Natural Disaster Reduction Report, Bangkok (14-15 February); Keynote speaker, ASEAN Women's Workshop on Demographic Changes, National Council of Women of the Philippines, Manila (8 February); Participant, International Round Table on Disaster Mitigation and Prevention Policies for Sustainable Development, Berlin (25-28 January).

1993 Chairperson, third Meeting of the ASEAN Ministers Responsible for Social Welfare, Manila (December); Philippine Delegate and Representative of the Asia and Pacific Region, First and Second Meeting of the Working Group of Ministers Responsible for the Status of Persons with Disabilities, Paris, France (10 January) and Canada (1-2 April); Chairperson, Meeting of the Jury for the Economic and Social Commission for Asia and the Pacific, Bangkok, Thailand (10-11 March).

1992 Philippine Delegate, Special Meetings of the Forty-Seventh United Nations General Assembly Devoted to Disability and Ageing, New York, United States (12-18 October); Philippine Delegate, Second East Asia and Pacific Regional Consultation on the Convention on the Rights of the Child, Beijing, China (4-8 August); Vice-Chairman, Forty-eighth session of ESCAP, Beijing (18-24 April).

1991 Philippine Delegate, Fourth Asia-Pacific Ministerial Conference on Social Welfare and Development, Manila, Philippines (7-11 October); Philippine delegate, Meeting of Eminent Persons with Senior Government Officials on a Regional Social Development Strategy Towards the Year 2000 and Beyond, Beijing (15-18 July); Co-Chairman, Philippine Delegation, Forty-seventh session of ESCAP, Seoul (1-10 April).

1990 Chairperson, Seminar on Cooperation between Government Agencies and NGOs in the Planning and Delivery of Social Services in the Philippines United Nations ESCAP, Hong Kong (4-11 December); Co-Chairman, Philippine delegation, Second session of the Committee on Population and Social Development, ESCAP, Bangkok (18-25 November).

Member, Philippine delegation, Thirty-first Session of the United Nations Commission for Social Development, Vienna (13-22 March 1989); Philippine Delegate, Twenty-second Meeting of the ASEAN Committee on Social Development, Manila (19-22 April 1986); Keynote speaker, Conference of the Australian Association of Social Workers, Australia (13-19 September 1987); Delegate, Seminar of Developing Countries Re: Child Abuse and Neglect, Australia (8-12 August 1988); Participant, Executive Committee Meeting, International Federation of Social Workers, Switzerland (4-8 August 1985); Delegate, International Symposium of Social Work, Canada (3-10 August 1984); Participant, First Asian Social Welfare Experts Seminar, Japan (15 October-21 November 1983); Participant - Seminar on Planning Services for Offenders Centre for Development Studies, United Kingdom (1978); ASEAN Senior Officials Meeting Preparatory to

the First ASEAN Ministers Meeting for Social Welfare (October 1976); Philippine Social Workers Study Tour to People's Republic of China, September-October 1975).

Alexander V. CHEPOURIN

[Original: English]

Date of birth: 20 September 1952

Place of birth: Stavropol, USSR

Marital status: Married

Academic background: Moscow State Institute of International Relations

Languages: Russian, French, English, Italian

Diplomatic rank: Envoy Extraordinary and Minister Plenipotentiary

PROFESSIONAL EXPERIENCE

1976-1992	On diplomatic service in the USSR Ministry of Foreign Affairs and Missions abroad
1992-1993	Deputy Director, Department of Personnel, Ministry of Foreign Affairs of the Russian Federation
1993-1994	First Deputy Director, Department of Personnel, Ministry of Foreign Affairs of the Russian Federation
1994 to date	Director, Department of Personnel, Ministry of Foreign Affairs of the Russian Federation

OTHER RELEVANT ACTIVITIES

1992-1993	Member of the Drafting Committee on the Ministry of Foreign Affairs Rules and Regulations
1993-1994	Member of the Working Group on the Federal Civil Service Act
1994 to date	Member of the International Civil Service Commission

Humayun KABIR

[Original: English]

Name: Mr. Humayun Kabir

Nationality: Bangladeshi

Date of birth: 26 September 1939

Education: Bachelor of Arts, Dhaka University, 1957. Master of Arts in English Literature, Dhaka University, 1959. Post-graduate degree in international relations from Fletcher School of Law and Diplomacy, affiliated to Harvard and Tufts Universities, Boston, 1962.

Language course and other courses related to diplomatic training in Quai d'Orsay Alliance Française, Paris, 1962-1963. Obtained "A" grade certificate as French interpreter.

CAREER

January 1994-present	Bangladesh Ambassador to the United States with concurrent accreditation to Mexico, Guatemala and Colombia.
July 1991-December 1993	Permanent Representative of Bangladesh to the United Nations and concurrently accredited as Bangladesh Ambassador to Chile and Nicaragua holding the rank of Secretary to the Government of Bangladesh.
July 1988-June 1991	Bangladesh High Commissioner to Zimbabwe with concurrent accreditation to Zambia, Mozambique and Botswana.
January 1985-June 1988	Principal, Foreign Affairs Training Academy. As Principal he was responsible for formulating and supervising entire training programmes for new entrants of the diplomatic service. He was also co-opted as a member of the Bangladesh Public Service Commission for selecting candidates for recruitment to Class-I government service. He was also an examiner of scripts of the candidates for foreign service.
April 1983-December 1983	Deputy Chief Coordinator of the fourteenth Islamic Foreign Minister's Conference held in Dhaka.
April 1979-March 1983	Ambassador of Bangladesh to the Islamic Republic of Iran with concurrent accreditation to Syria and Lebanon.
1976-1979	Minister and Deputy Chief of Mission, Bangladesh Embassy, Washington, D.C.

1975-1976	Deputy Permanent Representative of Bangladesh to the United Nations and Consul General in New York.
1973-1974	Chief of Protocol and Director General (External Information Division) in the Ministry of Foreign Affairs, Dhaka, Bangladesh.
December 1971-December 1972	Director (United Nations and Economic Coordination Affairs) and Director (Foreign Minister's Office), Ministry of Foreign Affairs, Dhaka, Bangladesh.
1970-1971	Director, Ministry of Foreign Affairs, Islamabad, Pakistan.
1965-1970	Served in Pakistan embassies in Algiers, Dakar and Madrid as First Secretary.
1961	Joined career diplomatic service.
	Represented Bangladesh in many international meetings and conferences, including the Rio Summit on Environment and Development, 3-14 June 1992, and the Non-Aligned Movement Summit in Jakarta, 1-6 September 1992.
	Elected as Member of 15-member International Civil Service Commission of the United Nations for a four-year tenure beginning 1 January 1993.
LANGUAGES	English, French and Spanish. Awarded Spanish Order of Civil Merit by the Government of Spain in 1970.
MARITAL STATUS	Married, with three children.
SPECIAL INTERESTS	Chairman of the Landless Peasants Subcommittee and member, National Executive Committee of "Shawnirvar Bangladesh" (Movement for Self-Reliance), the biggest local grassroots non-governmental organization of Bangladesh devoted to socio-economic development of landless peasants and disadvantaged rural women. In this capacity he was responsible as a volunteer for the management of personnel, training programmes and financial matters of the organization as well as supervising programme in field level all over Bangladesh.
HOBBIES AND GAMES	Public speaking, pisciculture, amateur film-making, and golf and tennis.

Ernest RUSITA

[Original: English]

Born in 1939

Mbarara, Uganda

QUALIFICATIONS

- Bachelor of Laws (LL.B) Honours, Makerere University, Uganda
- Post-Graduate Diploma in Legal Practice (Dip.LP.), Law Development Centre, Uganda
- Certificate in Public Administration, Carleton University, Canada

EMPLOYMENT RECORD IN UGANDA CIVIL SERVICE

1962-1964	Administrative Officer/Office of the President
1964-1968	Senior Administrative Officer/Office of the President
1969-1972	Counsellor/Head of Chancery, Uganda Mission to the United Nations, New York
1972-1976	Under-Secretary, Department of Administration and Finance, Ministry of Foreign Affairs, Headquarters
1976-1979	Director, Department of Legal and Economic Affairs, Ministry of Foreign Affairs
1979-1982	Ambassador Extraordinary and Plenipotentiary to the Union of Soviet Socialist Republics (USSR)
1982-1986	Granted leave from the Civil Service
1986-1987	High Commissioner to the Court of St. James, United Kingdom of Great Britain and Northern Ireland
1988-1989	Permanent Secretary, Ministry of Foreign Affairs
1989-1991	Permanent Secretary, In-charge of Policy, Ministry of Foreign Affairs
1991-	Permanent Secretary, Office of the President

MAJOR CONFERENCES AND MEETINGS ATTENDED

UNITED NATIONS

GENERAL ASSEMBLY

- Twenty-fourth session, Chief Delegate, Fifth Committee
- Twenty-sixth session, Chief Delegate, Fifth Committee, and Senior Adviser, Fourth Committee matters
- Twenty-seventh session, Representative, Fifth and Fourth Committees
- Thirty-first and thirty-second sessions, Chief Delegate, Sixth Committee, and Special Adviser on finance and budgetary matters
- Forty-third, forty-fourth and forty-fifth sessions, Alternate Leader of Delegation

LAW OF THE SEA

1976-1979: Alternate Leader of Delegation to the Law of the Sea Conference sessions

ASIAN-AFRICAN LEGAL CONSULTATIVE COMMITTEE (AALCC)

1976-1977: Representative in Chief

1978-1979: Leader of Delegation

PREFERENTIAL TRADE AREA FOR EASTERN AND SOUTHERN AFRICAN STATES (PTA)

1987-1991: Member of Delegation, PTA Heads of State/Government Summits

Member of Delegation to PTA Council of Ministers

Leader of Delegation, PTA Intergovernmental Commission of Experts on Legal and Economic Matters

COMMONWEALTH

1986-1990: Member of Delegation, Heads of State/Government Summit Meetings

Deputy Leader, Representation on Committees of Experts (Legal, Economic and Political Matters)

ORGANIZATION OF AFRICAN UNITY (OAU)

1970: Member of Delegation, Seventh OAU Heads of State/Government Summit Meeting

1988-1991: Member of Delegation, 25th, 26th, 27th and 28th OAU Heads of State/Government Summits

Delegate, OAU Council of Ministers Sessions

1990-1991: Chairman, Committee of the Whole of Experts drafting the Treaty Establishing the African Economic Community

El Hassane ZAHID

[Original: French]

Mr. El Hassane Zahid, Minister Plenipotentiary and Deputy Permanent Representative of the Kingdom of Morocco to the United Nations, has been the Chairman of the United Nations Committee on Conferences since January 1996.

Education and training

Mr. El Hassane Zahid received his secondary education at the Lycée Sidi Lahcen Lyoussi in Séfrou and the Lycée Moulay Smail in Meknès, where he obtained a baccalauréat in arts (with English) in 1970.

From 1970 to 1973 he attended the National School of Administration (ENA) in Rabat, and was awarded a diploma in July 1973 (diplomatic section).

From September 1980 to December 1981, Mr. Zahid pursued post-graduate studies at the National School of Administration, and attended numerous training courses in Morocco and in France.

During the same period, Mr. Zahid took a management course in Morocco and obtained a diploma in July 1981.

In December 1981, after successfully defending a thesis on non-adversarial administrative procedures, he obtained an advanced-level diploma from ENA.

In 1982 he participated in a seminar organized by ENA on advanced training, and in April 1992 he participated in a seminar organized by the United Nations on United Nations budgetary methodology, and also participated in a seminar on outer space organized by the Government of Canada in Montreal.

Mr. Zahid also holds a certificate of proficiency in English from the United Nations and a diploma in German language from the Goethe Institute of Rabat.

Professional experience and posts held

In July 1973, Mr. Zahid joined the Ministry of Foreign Affairs as Secretary for Foreign Affairs and assistant to the head of personnel.

Posted in August 1974 to Germany (Düsseldorf), Mr. Zahid served as Vice-Consul until September 1979. On his return to the Ministry of Foreign Affairs he was appointed head of the Refugees and Stateless Persons Unit in the Division of Consular and Social Affairs.

In January 1982, Mr. Zahid was appointed Counsellor for Foreign Affairs and was assigned to the Department of Multilateral Economic Affairs; he served as acting chief of division as required, and participated in meetings of the Economic Commission for Africa in Addis Ababa and in Tanger (Tanger Multinational Programming and Operational Centre).

In September 1983, Mr. Zahid was posted to the Permanent Mission of Morocco to the United Nations.

In 1993, Mr. Zahid was promoted to the rank of Minister Plenipotentiary, and he was designated Deputy Permanent Representative in 1995.

Since then, he has represented Morocco in many United Nations bodies, committees and commissions and has assumed important responsibilities and posts on the bureaux of these bodies:

Chairman of the Committee on Conferences from January 1996 to the present;

Vice-Chairman of the Committee on Conferences, 1993 and 1995;

Vice-Chairman of the Fifth Committee (administrative and budgetary questions) during the forty-seventh session of the General Assembly;

Vice-Chairman of the Committee for Programme and Coordination, 1992;

Rapporteur of the Committee on Conferences, 1994.

Mr. Zahid has also participated as a member of the Moroccan delegation or as the representative of Morocco in the work of the following United Nations bodies:

Security Council, 1992 and 1993;

First Committee (disarmament and international security questions) from 1986 to 1988;

Second Committee (economic and financial questions), 1983 and 1984;

Special Political Committee (various political questions), 1985;

Fourth Committee (decolonization) from 1994 to the present;

Fifth Committee (administrative and budgetary questions), 1984 and from 1989 to the present;

International Conference on the Relationship between Disarmament and Development, August-September 1987;

Third special session of the General Assembly devoted to disarmament, May-June 1988;

Disarmament Commission, May 1987 and May 1988;

United Nations Joint Staff Pension Board from January 1995 to the present (three-year term);

Ad Hoc Intergovernmental Working Group on the Implementation of the Principle of Capacity to Pay, May 1995;

Economic and Social Council: May 1984, June 1984, February 1985, May 1985, April-May 1986 and February 1987;

United Nations Development Programme: February 1984, February 1985 and June 1985;

United Nations Children's Fund: April 1985;

Committee on Information: March 1985, May 1994;

Committee for Programme and Coordination: April 1985, May-June 1989, September 1990, June 1991 and May 1992 (Vice-Chairman);

Committee on Conferences: Vice-Chairman in 1993, Rapporteur in 1994, Vice-Chairman in 1995 and Chairman in 1996;

Committee on Applications for Review of Administrative Tribunal Judgements: January and September 1985;

Commission on Transnational Corporations: tenth session, April 1984, eleventh session, April 1986;

Intergovernmental Committee on Science and Technology for Development: May-June 1994;

Committee on the Peaceful Uses of Outer Space: February and June 1986;

Special ministerial meeting devoted to disarmament issues of the Coordinating Bureau of the Movement of Non-Aligned Countries held at Havana from 26 to 30 May 1988;

Meeting of States Parties to the International Convention on the Elimination of All Forms of Racial Discrimination: tenth session in January 1986, eleventh session in August 1987, twelfth session in January 1988, thirteenth session in January 1990, fourteenth session in January 1992.

Mr. Zahid has a very good knowledge of Arabic, French and English and a good knowledge of German and Spanish.

Mr. Zahid was born in 1949 at Beniyazgha; he is married and has two children.